

# early childhood teachers & educators

## WHY JOIN THE UNION?

### The AEU represents your profession

You will join more than 50,000 members in Victoria and more than 180,000 members nationally. Early childhood teachers, educators, preschool field officers and activity group leaders are eligible to join, fees are pro-rata and graduate teachers pay reduced fees in their first three years.

### The AEU negotiates your pay and conditions

Early childhood members have the full weight of the AEU behind them in negotiations for improved pay and conditions. Our agreements for community and council-run preschools have delivered significant gains, including pay parity with primary teachers, greater recognition for educators, and mechanisms to deal with workload.

### The AEU provides professional development

Our wide-ranging PD program includes conferences and workshops designed for students, graduates and members working in Early Childhood services. We run PD on legal issues, industrial issues and skills relevant to early childhood professionals including teacher validation. Dozens more sessions are run by our partner, the Teacher Learning Network.

### The AEU gives you legal protection

In an increasingly litigious society, our team of legal experts gives invaluable support and advice.

### The AEU supports you in the workplace

You will receive immediate assistance in all professional and industrial matters. Every early childhood workplace has an AEU representative and our support team, the Member Support Centre, is only a phone call away. You can also connect with fellow early childhood members through the AEU Facebook group, "Early Childhood Teachers Victoria".



### The AEU runs a New Educators Network

The New Educators Network (NEN) connects you to other new members and keeps you up to date with what's going on at the AEU. The NEN Facebook page is a place where you can talk to your peers and get involved in the education debate.

### The AEU tackles the big issues

The AEU is a major voice in the education debate, campaigning for better funding, better facilities, more resources and more training opportunities in our workplaces. Our goal is a fairer, more cooperative education system where all children have access to the best education, regardless of their background.

### All this plus a wide range of other services

Being part of the AEU brings other benefits:

- Networking opportunities with other union members through conferences, workshops and other events
- Member-owned banks – a better deal than the 'Big Four'
- Financial and superannuation advice
- Low-interest home loans
- Low-cost health insurance with Teachers Health Fund.

YOUR CAREER ■ YOUR FUTURE ■ YOUR UNION



For further information and to join phone **9417 2822** or go to [aeuvic.asn.au/join](http://aeuvic.asn.au/join)

**Here are  
some of  
the ways  
the AEU has  
helped its  
members**

**NICOLE**

Nicole was working as an early childhood teacher when a student left her preschool unsupervised. After the child was found, Nicole rang the AEU for advice about her situation. The AEU advised her about her obligations under the Education and Care Services National Law and accompanied her to an interview with the Department of Education and Training.

**KIM**

Kim applied for a position as a kindergarten teacher working in a long daycare centre. Her letter of offer stated that she would be employed under the Children's Services Award. Kim contacted the AEU and found out that as a kindergarten teacher she must be employed under the correct industrial arrangement. The AEU worked with Kim and the employer to secure her pay and conditions under VECTEA 2016.

**SUSAN**

Susan had started work as an early childhood teacher. In Term 1 she began to receive complaints about her program from the Parent Committee of Management. Susan rang the AEU for advice. The union offered practical suggestions for how she could tackle the issues and suggested she attend some professional development sessions run by the AEU and TLN.

**TOM**

Tom's Cluster Manager told him that he needed to complete all of his professional development out of hours. He rang the AEU and found out that under the Agreement for preschool teachers, a full-time teacher is entitled to two child-free days a year to undertake professional development. Tom took this information back to his employer and they negotiated when this would best be taken.

**SARAH**

As a kindergarten educator with eight years' experience and a Certificate III in Children's Services, Sarah was being paid at the incorrect level of VECTEA. Upon calling the AEU, Sarah discovered that she should be paid at a higher level, with recognition for her qualification. The AEU assisted Sarah with a back-pay claim and she was placed on the correct salary level. Sarah received over \$1,500 in back-pay.

**ANGELINA**

Angelina lost her voice while teaching and was placed on WorkCover for a short time. Two years later, the problem recurred. WorkCover disputed her claim. She was referred to an AEU solicitor and won her case in the Magistrates' Court. An AEU organiser accompanied her to all appointments and court appearances.

***For a worker to  
refuse to belong  
to a union is  
not to exercise  
a democratic  
freedom. It is to  
accept benefits  
that others have  
worked for without  
contributing to  
the costs.***



112 Trenerry Crescent Abbotsford 3067  
PO Box 363 Abbotsford 3067

P 03 9417 2822, 1800 013 379 F 1300 658 078  
E [melbourne@aeuvic.asn.au](mailto:melbourne@aeuvic.asn.au)

[www.aeuvic.asn.au](http://www.aeuvic.asn.au)